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EP 19-4282

13 JUL 83

MEMORANDUM FOR: ~~Deputy Director of Central Intelligence~~FROM : Harry E. Fitzwater  
Director of Personnel

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SUBJECT : D Professional Personnel Projections [ ]

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1. The attached papers are forwarded for your information and possible follow up discussion. [ ]

2. In mid-June, this office transmitted to the Career Management Staff, DDO, the results of a modeling simulation of professional attrition in the Operations Directorate that shed some light on the subject of the desirable level of professional input. Because of the changing age structure of the DDO, the attrition figures will vary some over the next five years; therefore, there is no single level of professional input that will maintain a steady level of professional strength. The memo summarizing the results of the projection is attachment 2. It was coordinated with [ ] of the Information Science Center. [ ]

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3. The Career Management Staff prepared comments on the projection (attachment 1). They point out that the Directorate is still re-examining its component tables of organization in a review that will be completed around the end of this fiscal year. On a preliminary basis, they indicate that they see the structure of professional input as being about [ ] percent operations officers (usually obtained from the Career Training Program or the new pre-CT program), [ ] percent specialists (usually obtained via direct hire), and [ ] percent in the other categories that are usually obtained from internal hires and clerical conversions. [ ]

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4. In applying these figures to the average annual intake for the next five years, the average annual input level of CTs and pre-CTs would be [ ] ranging between a high of [ ] in FY 1980 to about [ ] in FY 1983. [ ]

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5. If you wish, I will arrange a briefing about the simulation and its conclusions. [ ]

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5 July 1979

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MEMORANDUM FOR: Director of Personnel

FROM :

Chief, Career Management Staff

~~SUBJECT : Operations Directorate Comments on~~  
D Professional Accession Projections

1. We are in general agreement that the attached Office of Personnel study on D Professional Accession Projections provides the best estimates and desirable age distribution that can be made of the numbers of new professional level personnel needed over the next five-year period. We expect that as the period progresses, we will be able to provide additional data and insight to the Office of Personnel which will help to adjust and even possibly improve or refine the projections.

2. In reviewing our requirements as we see them now\*, we believe that the projected input of professional personnel should roughly approximate the following broad categories expressed as percentages of the annual total projected input levels.

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Operations Officers  
Linguists  
I.O. Generalists  
ADP Specialists  
Special Operations & Covert Action Specialists  
Other (including internal upward mobility)

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NOTE: \*The Directorate is in the process of reexamining its component tables of organization from a zero base prospective. This process should be completed around the end of the current fiscal year. It could result in some changes in the above requirements - but we do not have reason to think they will be substantial.

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